

Northern Lincolnshire and Goole NHS Foundation Trust

Gender Pay Gap Reporting

1 BACKGROUND

Gender pay gap legislation requires all employers of 250 or more employees to publish their gender pay gap as at 31 March each year. This forms part of the Trust's public sector equality duty under the Equality Act 2010. The Equality and Human Rights Commission has the power to enforce any failure to comply with the regulations. This report details the Trust's position as at 31 March 2023.

The Trust employs staff in a range of roles, including administrative, medical, nursing, allied health professionals and managerial roles. For the purposes of gender pay gap reporting, the Trust has to include all staff who are processed via their Payroll, including the number of their assignments. This includes substantive and casual workers and any hosted employees (e.g. trainee GPs, vaccinators etc.).

Figures at 31 March 2023	NLaG
Headcount	8,412
Number of Assignments	11,450

The headcount numbers above only include employees once i.e. ignoring any multiple posts.

The number of assignment highlights those employees who have multiple posts (e.g. for different grades and positions) as they are then included multiple times.

These figures are therefore different to the headcount reported to the Group Board and workforce committees.

The Trust uses the national job evaluation framework for Agenda for Change staff to determine appropriate pay bandings; this provides a clear process of paying employees equally for the same or equivalent work.

The national pay grades used in the Trust have a set of points for pay progression, linked to length of service and performance. Therefore, the longer the period of time that someone has been in a grade the higher their salary is likely to be, irrespective of their gender.

This report includes the statutory requirements of the gender pay gap legislation, but also provides further context to demonstrate and reinforce our commitment to equality.

The gender pay gap shows the difference between the average (mean or median) earnings of all male and all female employees. It is expressed as a percentage of men's earnings. It is a measure of disadvantage.

The gender pay gap is not the same as equal pay. Equal pay is about ensuring men and women doing similar work or work that is different but of equal value (in terms of skills, responsibility, effort) are paid the same. A gender pay gap could reflect a failure to provide equal pay but it usually reflects a range of factors, including a

concentration of women in lower paid roles and women being less likely to reach senior management levels.

2 GENDER PAY GAP DATA 2023

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, utilising the national NHS Electronic Staff Record Business Intelligence report functionality.

The analysis does not look at whether there are differences in pay for men and women in equivalent posts. Therefore, the results will be affected by differences in the gender composition across the Trust's various professional groups and job grades.

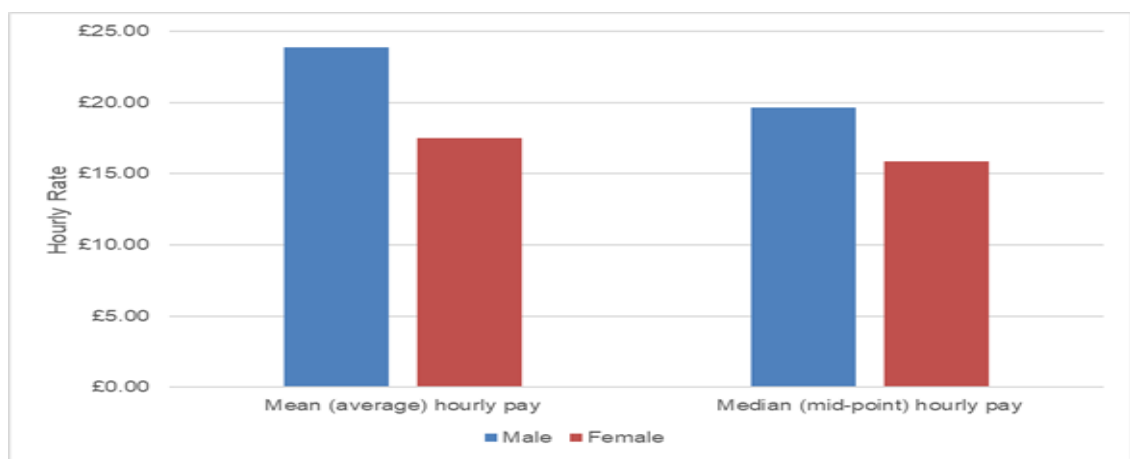
National reporting requirements require the Trust to report the six gender pay gap measures to one decimal point (these six measures are shown in bold italics throughout the document), however to assist the Trust better analyse the data and progress made, the data is also shown to two decimal places.

With the move to a Group structure, work was undertaken within the Workforce Intelligence Teams to review how each Trust had interpreted the gender pay gap reporting requirements and what data needed to be included. This work highlighted that there were some facets that Northern Lincolnshire and Goole NHS Foundation Trust had interpreted in different ways, this has now been amended but will affect historic comparative data and therefore, this year it will not be possible to compare some of the historic data.

Northern Lincolnshire and Goole NHS Foundation Trust's Gender Pay Gap Data for the snapshot date of 31 March 2023 is as follows:

2.1 Mean (Average) and Median (Mid-Point) Gender Pay Gap

Gender	Mean (Average) Hourly Pay	Median (Mid-Point) Hourly Pay
Male	£23.89	£19.65
Female	£17.51	£15.88
£s difference	£6.38	£3.77
% difference	26.71% (26.7%)	19.19% (19.2%)



- The mean (average) gender pay gap is 26.71% or £6.38 (i.e. this means that women's average earnings are 26.71% or £6.38 less than men's). The reduction of 5.83% or additional £0.51 increase on the previous reporting period shows a small but improving picture.
- The median (mid-point) gender pay gap is 19.19% or £3.77 (i.e. this means that women's average median earnings are 19.19% or £3.77 less than men's). This is a reduction of 5.05% or £3.16 on the previous reporting period.

Note: Gender pay gap calculations are based on ordinary pay which includes; basic pay (including for medical and dental staff additional programmed activities – APAs), allowances (including shift premiums), extra amounts for on-call, pay for leave (including average holiday pay payments) but excludes; overtime, expenses, payments into salary sacrifice schemes (even though employees opted into the schemes voluntarily, as they provide a benefit in kind), Clinical Excellence Awards (CEAs) and pensions.

2.1.1 Key Findings

- The Trust is made up of 82.79% female and 17.21% male staff. The mean (average) and median (mid-point) gender pay gap can be explained by the fact that while men make up only 17.21% of the workforce, there are 29.65% of the male workforce in the highest paid (upper) quartile, (predominantly medical staff).
- The mean (average) gender pay gap for the whole economy, based on April 2023 data, (according to the Office for National Statistics Annual Survey of Hours and Earnings figures) is 13.2% while the Trust's mean (average) gender pay gap is 26.71% in favour of males. The median (mid-point) gender pay gap for the whole economy is 14.3%, compared to the Trust average of 19.19%. Medical staff pay has a strong impact on the mean/average and median data.
- If medical staff were *excluded* from the data above, the mean/average hourly pay gap is 4.16% or £0.74. Based on the median (mid-point) there is no gender pay gap of 0% or £0.00.
- The mean gender pay gap for medical staff is 16.61%. The median gender pay gap for medical staff is 19.41%. Nationally the consultant workforce is predominately male.
- In the current reporting period the male mean pay (£23.89) falls in the upper quartile, and the female mean pay (£17.51) falls in the upper middle quartile.
- The median pay for males (£19.65) falls in the upper middle pay quartile and female median pay (£15.88) falls in the lower middle quartile.
- The Trust operates a number of salary sacrifice schemes. The overall percentage of staff who pay into salary sacrifice schemes (69.48% or 321 females and 30.52% or 141 males) broadly reflects the Trust's gender split (82.79% female, 17.21% male).
- This headline (female/male split) disguises the impact on the Trust's gender pay gap data, including the mean/average and median female averages and also where females fall in pay quartiles (i.e. they might otherwise fall into a higher quartile).
- This is because the gender pay gap calculations are based on pay excluding the value of payments made into salary sacrifice schemes. Payment into these schemes therefore reduces the basic salary and hourly rate of pay.
- The percentage of female staff in the lower, lower middle and upper middle quartiles who pay into salary sacrifice schemes is 76.19%, 77.78% and 89.40% respectively). Within the upper quartile the percentage of males who pay into salary sacrifice schemes is disproportionate (51.60% compared to the percentage male gender split within the Trust 17.21% male), despite this male pay in this quartile is still higher than females.

2.2 Pay Quartiles by Gender

The data below ranks employees from highest to lowest paid, divided into four equal parts (quartiles) and then calculates the percentage of men and women in each of the four groups. The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries.

Quartile	Male			Female			Total
	Head count	% Head count	Mean (Average) Hourly Pay	Head count	% Head count	Mean (Average) Hourly Pay	
Lower	297	12.78%	£11.39	2027	87.22%	£11.35	2324
Lower Middle	308	13.25%	£14.11	2016	86.75%	£14.11	2324
Upper Middle	306	13.17%	£18.85	2018	86.83%	£18.90	2324
Upper	689	29.65%	£35.90	1635	70.35%	£27.65	2324
Total	1600	17.21%	£23.89	7696	82.79%	£17.51	9296

2.2.1 Key Findings

- The table above shows that in the lower quartile male employees are paid more than female employees giving a gender pay gap of 0.35% or £0.04. In the lower middle quartile both male and female employees are paid the same so there is no gender pay gap. In the upper middle quartile female employees are paid more than male employees giving a gender pay gap of -0.26% or £0.05. In the upper quartile the male employees are paid more than female employees giving a gender pay gap of 22.98% or £8.25.
- Based on the Trust's overall gender split (82.79% female and 17.21% male), there is no significant gender pay gap in the lower, lower middle and upper middle quartiles. There remains a disproportionate number of males (29.65%) in the upper quartile compared with females (70.35%). One of the main reasons is due to a higher number of male consultants in the workforce than females.
- In the current reporting period the male mean pay (£23.89) falls in the upper quartile, and the female mean pay (£17.51) falls in the upper middle quartile.
- The median pay for males (£19.65) falls in the upper middle pay quartile and female median pay (£15.88) falls in the lower middle quartile.

2.3 Mean (Average) and Median (Mid-Point) Gender Bonus Gap Including Winter Incentives and Percentage of Male/Females Receiving a Bonus Payment

Gender	Mean (Average) Yearly Bonus Pay	Median (Mid-Point) Yearly Bonus Pay	% Receiving Bonus
Male	£4,108.33	£4,356.89	13.25% (13.3%)
Female	£476.44	£250.00	10.62% (10.6%)
£s difference	£3,631.89	£4,106.89	
% difference	88.40% (88.4%)	94.26% (94.3%)	

2.3.1 Key Findings

This year the Trust has three types of bonus that meet reporting requirements, namely Clinical Excellence Awards (2 types – pre-2018 and post-2018) which account for 16.78% of payments. The second is the, Winter Incentive Bonus, which accounts for 82.54% of payments. The third is Refer a Friend, which accounts for 0.68% of payments. A total of 1,029 bonus payments were made (212 male/817 female). This included 176 CEA payments (total of pre-2018 and post-2018 awards),

846 Winter Incentive payments and 7 Refer a Friend payments, as shown in the table below:

Bonus Type	Male		Female		Total Head count
	Head count	%	Head count	%	
Pre 2018 CEA / Discretionary (Local or National)	38	77.55%	11	22.45%	49
Post 2018 CEA (local)	98	77.17%	29	22.83%	127
Winter Incentive Bonus	73	8.63%	773	91.37%	846
Refer a Friend	3	42.86%	4	57.14%	7

- The Trust's gender bonus data is distorted by the Trust's Winter Incentive Bonus scheme as, given the gender makeup of the workforce, more females received a bonus. Calculations have therefore been made both including and excluding this.
- The gender split for all bonus pay is 79.41% female and 20.59% male, in favour of females. However as 91.37% of female bonus pay is £250 winter incentive and only 8.63% for men this results negatively on mean bonus pay.
- The mean (average) gender bonus gap is 22.92% (£1,409.70) when the Winter Incentive Bonus payments are excluded from the data.
- CEAs are awarded based on the performance of consultant medical staff subject to national and local eligibility criteria in recognition of excellent practice over and above contractual requirements.
- Within the Trust a number of staff receive payments for both types of CEA:
 - o Of the 29 females that received a local post-2018 CEA, 8 females also received a pre-2018 consolidated local/national award or discretionary points.
 - o Of the 98 males that received a local post-2018 CEA, 32 males also received a pre-2018 consolidated local/national award or discretionary points.
- Pre-2018 local/national CEA/discretionary points are consolidated and pensionable, meaning they impact on both the mean/median gender pay gap, and the mean/median bonus gap. The number of pre-2018 awards is 49 (38 male/11 female).
- Post-2018 CEAs are paid as a lump sum, time-limited, non-consolidated and non-pensionable payment. They do not include uplifts for consultants undertaking APAs. The number of post-2018 CEAs is 127 (98 male/29 female).
- The median gender bonus gap is 94.26% (because the median bonus pay for males is £4,356.89 and for females is £250), an increase of 7.16% since the last reporting period. This is mainly impacted by the Winter Incentive Bonus payment, (paid as a single year initiative, whereby a £250 bonus was paid to eligible staff depending on the number of bank shifts which were covered over the winter period from December 2022 to March 2023) and the 'Refer a Friend' scheme (£250 paid to staff for helping to cover 'hard to fill' posts), given the gender makeup of the workforce, more females received a Winter Incentive Bonus.
- Excluding the Winter Incentive Bonus payment would reduce the Trust's median bonus gap to 0% (as the female mid-point would no longer be a Winter Incentive Bonus and instead would be a CEA/discretionary award to the value of £4,356.89 which is the same value as males).
- Changes over the last few years in the nationally reported mean and median bonus gap figures (i.e. excluding Winter Incentive Bonus and Refer a Friend payments) need to be treated with caution as they are largely due to changes in the allocation of local CEAs in light of the COVID-19 pandemic. The changes meant local CEAs did not run again for the financial year 2022/23. As was the case in 2020/21 and 2021/22, the award money was distributed equally amongst eligible consultants who chose to opt in to receive a share of this money. These

consultants received the payment as a one-off, non-consolidated payment in place of normal local CEA rounds, due to exceptional circumstances.

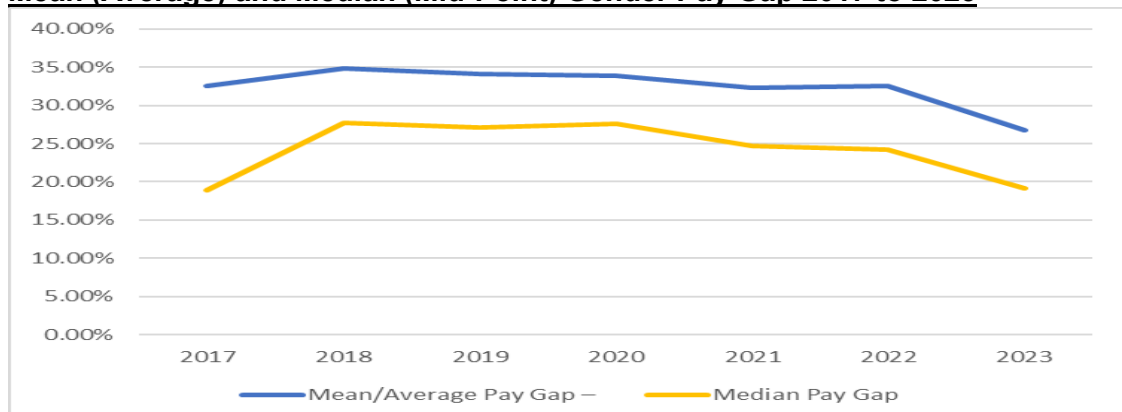
- The proportion of male employees receiving a bonus is 8.63% excluding Winter Incentive Bonus payments (a reduction of 0.37% since the last reporting period) and 13.25% when they are included (an increase of 4.19% on the previous reporting period).
- The proportion of female employees receiving a bonus is 0.53% excluding Winter Incentive Bonus payments (a reduction of 0.37% since the last reporting period) and 10.62% when included (an increase of 9.68%).
- As at the snapshot date (31/03/23) the Trust has an overall gender split of 33.29% female and 66.71% male in the 'Clinical Medical' staff group. The gender split for those within this group receiving a CEA/discretionary payment remains disproportionate for both pre-2018 and post-2018 CEAs as highlighted in the table on page 9.
- CEA and discretionary points payments range from £2,145.92 to £36,192.00.
- As the mean bonus pay gap has increased by 36.20% since the last reporting period further analysis has been undertaken to understand the reasons for this:
 - o The gender split for all bonus pay is 79.41% female and 20.59% male, this is in favour of females. However, as 91.37% of females received a payment of £250 for the Winter Incentive Bonus and only 8.63% for men, this results negatively on mean bonus pay.
 - o The mean (average) bonus payment made to females has decreased by £2,316.33 (from £2,792.77 to £476.44). The mean (average) bonus payment made to males has also reduced by £1,734.34 from (from £5,842.67 to £4,108.33). This has resulted in the average bonus pay gap increasing from 52.20% to 88.40%. The gap is largely due to a large proportion of bonus payments made in 2023 attributable to the Winter Incentive Bonus, 773 to females and 73 to males.
 - o If winter incentives were excluded, the mean (average) bonus pay gap decreases from 88.40% (£3,631.89) to 22.92% (£1,409.70)
- Nationally agreed changes to the local CEA scheme effective from 1 April 2018 and the reduction of staff receiving the pre-2018 awards are starting to gradually impact on the Trust's gender pay gap data.

3 SUMMARY OF RESULTS AND ACTIONS

The Trust is committed to ensuring all staff are treated and rewarded fairly irrespective of their gender.

The Trust has compared the mean (average) and median (mid-point) gender pay gap since statutory reporting began in the graph and table below:

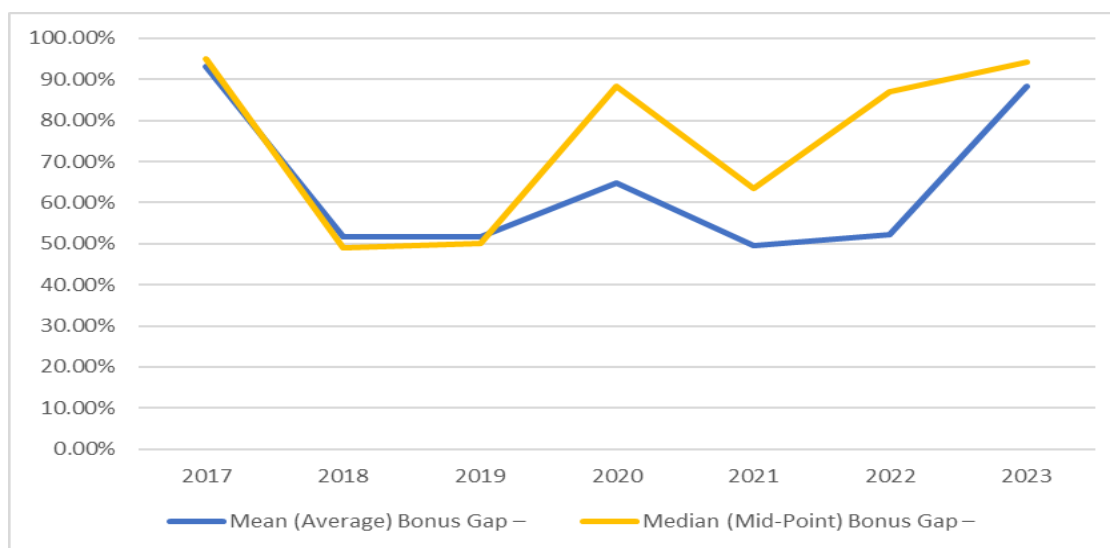
Mean (Average) and Median (Mid-Point) Gender Pay Gap 2017 to 2023



	2017	2018	2019	2020	2021	2022	2023
Mean/Average Pay Gap –	32.51%	34.89%	34.11%	33.84%	32.36%	32.54%	26.71%
Median Pay Gap	18.95%	27.68%	27.10%	27.60%	24.74%	24.24%	19.19%

This demonstrates that the Trust is gradually making inroads to tackle its gender pay gap, albeit with fluctuations along the way.

Mean (Average) and Median (Mid-Point) Bonus Gender Pay Gap 2017 to 2023



	2017	2018	2019	2020	2021	2022	2023
Mean (Average) Bonus Gap –	93.08%	51.73%	51.73%	64.87%	49.49%	52.20%	88.40%
Median (Mid-Point) Bonus Gap –	94.97%	49.03%	49.97%	88.35%	63.45%	87.10%	94.26%

The Trust is using the workforce gender pay gap figures to help understand the underlying causes for its gender pay gap and to identify suitable steps to minimise it.

Some elements of the Trust's gender pay gap have a historical/national context which will take a period of time to resolve.

The Trust's gender pay gap data, which shows the difference in average pay between men and women in the workforce, reflects that the Trust has a majority of men in higher paid roles, predominantly medical staff.

The mean/average and median hourly pay gap percentages across the health sector and bonus pay gaps are significantly affected by the presence of the medical consultant body, due to both their high base wage and the historical differences in bonuses awarded under the CEA scheme.

The Trust's mean/average gender pay gap at 26.71% is 5.83% lower than the previous reporting period. The median gender pay gap at 19.19% has reduced by

5.05% from the previous reporting period. But these are still above the national averages of 13.2% (mean) and 14.3% (median). Excluding medical and dental staff the Trust mean gender pay gap would be 4.16% and, based on the median (mid-point), there no gender pay gap of 0%.

Payment into salary sacrifice schemes continues to impact on the Trust's gender pay gap data. Whilst the overall percentage of staff who pay into the schemes broadly reflects the Trust gender split this headline figure disguises the impact on mean and median female pay averages, and where females fall in pay quartiles (i.e. they might have otherwise fallen into a higher quartile).

Both the mean and median gender bonus gap have increased in this last reporting period.

The Trust's gender bonus data remains influenced by three main factors; the Trust's Winter Incentive Bonus payments, payment of higher (accumulated) bonuses under the old pre-April 2018 CEA scheme for consultant medical staff (where there is a greater proportion of men), and the current national requirement under the pre-2018 schemes to pro-rata CEA bonus payments for part-time consultants (the large majority of whom are female).

4 WHAT HAVE WE DONE TO DATE

The Trust is committed to addressing the gender pay gap and has undertaken a range of actions and initiatives to reduce this including:

- Analysing recruitment data and ensuring that all vacancy advertisements include an inclusive statement and, that job descriptions and person specification are fully inclusive.
- Reviewing flexible working policies to ensure they are inclusive using developed equality impact assessment tools.
- Holding a number of inclusive engagement events for staff to celebrate the values of having an inclusive and diverse workforce and to demonstrate that NLaG are an employer of choice. These engagement events also included a specific celebration to recognise International Women's day in March 2023.
- To recognise the benefits of diversity, the workforce offers the Trust have designed an Unconscious Bias training programme. The programme is in its early stages but has already been delivered to over 100 staff.
- The Trust and this report highlight that a majority of staff are female but recognising intersectionality it is also identified that the Trust has an aging workforce. Therefore, the Trust has introduced a virtual Menopause Network which is accessed by a very large number of staff and gives them an opportunity to share their lived experience and gain support.
- Although in its infancy the Trust has launched a Women's Staff Network.

5 NEXT STEPS

The Trust is committed to addressing the gender pay gap and is undertaking a range of actions and initiatives to reduce this including:

- The Trust has been working in partnership with staff side colleagues to achieve the Menopause Workplace Pledge as part of its commitment to supporting staff experiencing menopause symptoms. Research indicates approximately 10% of staff actually give up their jobs, cut their hours or pass up promotion because they struggle with what can be varied and often long-lasting symptoms. Guidance and practical resources to help staff and their managers understand the Trust's approach to the menopause are being developed which will include establishing

support networks, special drop-in clinics and safe spaces to share views and ideas.

- The Trust will continue to engage with the diverse workforce at every opportunity and embed the benefits which diversity brings to the Trust through training and education.
- To promote and grow the newly established Women's Staff Network and the virtual Menopause Network to support career development and representation in higher paid professions.
- Future changes to the national CEA scheme and local CEA schemes has the potential to improve the Trust's gender pay gap bonus indicators moving forward. New contractual provisions for local CEAs took effect from 1 April 2022. NLaG, as have many other NHS Trusts, are continuing equal distribution during 2022/23 to take the opportunity to design and develop a local system for the future payment of CEAs, with a key focus on equality, diversity and inclusion and minimising any potential bias linked to specific protected characteristics including gender.
- Solutions to the gender pay gap lie in culture changes both in society and organisations. Closing the gap will take time, and progress will not be linear.

Nationally most of the issues driving gender pay gaps require a longer term view.

The Trust believes however, that over time, it's commitment to fostering inclusion, fairness and flexibility will be reflected in its gender pay gap figures, building a strong foundation for individual and organisational growth.

The Trust will continue to take steps to reduce its pay gap and continue to explore best practice across the sector and beyond.